FREQUENTLY ASKED QUESTIONS

Q: HOW DOES THE HIRE’EM HORNS EMPLOYER SUBSCRIPTION WORK?

All subscriptions commence within 1-2 business days of payment, and expire on April 30, unless employer accepts annual auto-renewal on payment form. If auto-renewal is accepted, the employer will be billed $150 each May 1st to ensure continuous use of Hire’Em Horns.

Employers may terminate auto-renewal at any time by emailing career@alumni.utexas.edu no later than 10 business days in advance of auto-renewal date.

All employer subscriptions include:
- Job Postings (unlimited)
- Search candidate resumes (unlimited)
- New job postings tweeted

The Hire ‘Em Horns subscription fee is pro-rated by fiscal quarter, based on purchase date. The current subscription fee will appear on the payment form found here Purchase Subscription.

<table>
<thead>
<tr>
<th>PURCHASE DATE</th>
<th>FEE:</th>
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<tbody>
<tr>
<td>May – July</td>
<td>$150 – Best Value! $12/mo.</td>
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<tr>
<td>August – October</td>
<td>$135</td>
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<td>November – January</td>
<td>$90</td>
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<td>February-March</td>
<td>$45</td>
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Q: WHAT’S THE DIFFERENCE BETWEEN HIRE’EM HORNS, ACCESS UT & HIRE-A-LONGHORN?

These are three completely unique job postings sites, each with a different job seeker base, varying features, and each managed by a different entity; however they ALL target University of Texas at Austin students or alumni.

**Hire’Em Horns:**
- Job seekers: ALUMNI-ONLY (no students) seeking professional-level jobs requiring a degree
- Contains a job seeker resume database & resume search functionality for employers
- New job postings are tweeted via @texasexescareer
- Site managed by the Texas Exes (Alumni Association)
- To visit the website, click here: Hire ‘Em Horns

**AccessUT:**
- Job seekers: STUDENTS AND ALUMNI seeking professional-level job and internship opportunities
- **Does not** contain a resume database or resume search functionality
- Site managed by a collective of the 17 University of Texas Undergraduate Career Services’ offices
- To visit the website, click here: Access UT

**Hire A Longhorn:**
- Job seekers: currently enrolled STUDENTS seeking part-time or seasonal employment
- Site managed by the University of Texas Student Employment Office
- To visit the website, click here: Hire A Longhorn
Q: HOW MANY JOB SEEKERS ARE USING HIRE’EM HORNS?
Close to 8500 alumni at current; approximately 150-200 new job seekers per month.

Q: HOW MANY RESUMES ARE POSTED ON AVERAGE?
Approximately 40% of active alumni candidates upload their resumes. We do not track specific number of resumes. Employers can use the “Search Alumni” feature to find candidate resumes.

Q: GEOGRAPHICALLY, WHERE ARE HIRE’EM HORNS CANDIDATES LOCATED?
- INTERNATIONAL - 1%
- CONTINENTAL US - 19%
- TEXAS is home to 80% of our current job seeking candidates:
  - Austin / Central Texas metro = 37%
  - Dallas / Fort Worth metro = 11%
  - Houston metro = 16%
  - San Antonio metro = 4%
  - Other locations in Texas = 12%

Q: WHAT INDUSTRIES / PROFESSIONS ARE REPRESENTED IN YOUR JOB SEEKER DATABASE?
We do not currently have a breakdown of candidates by industry / profession.

Q: CAN I SEARCH CANDIDATES BY INDUSTRY / PROFESSION?
Once registered and approved, you may search candidates by industry / profession keyword search. There is a detailed employer “how-to” under the Employer Resource Library tab within Hire ’Em Horns. The “Search Alumni” tab will not appear until your account has been approved and activated.

Q: I AM NEW TO HIRE ’EM HORNS, WHY CAN’T I USE THE SITE?
There are several steps to completing your registration; you may have missed a step. See them here:
1. Pay subscription fee. Click here to Pay Fee.
2. Create an employer account. Click here to Create an Employer Account.
3. Allow two business days for approval and activation.
4. Begin posting jobs and filling positions!

Q: IS THERE A DEMO OR PREVIEW OF THE HIRE’EM HORNS WEBSITE?
Yes, if you are interested in viewing a demo version of the Hire’Em Horns site, please email career@alumni.utexas.edu.

Q: WHAT ARE THE EMPLOYER AND JOB POSTING REQUIREMENTS FOR HIRE’EM HORNS?
Before registering and paying your employer subscription fee, please ensure that you and your posts meet the requirements. Find the “Employer and Job Posting Requirements” document on the Employer Home Page. Payment of subscription fee does not guarantee approval of job postings.

Q: I THINK MY COMPANY MAY ALREADY HAVE A PROFILE SET UP IN HIRE’EM HORNS. HOW CAN I FIND OUT TO PREVENT CREATING A DUPLICATE ACCOUNT?

 a) To find your existing company profile and create your individual contact account, go to: Employer Home Page.

 b) Select “Click here to register” at bottom of page, and you will be taken to the Find Your Organization page.

 c) Enter your company name in the search box. Select your company and “Continue”. Complete your contact profile and “Register” when complete.

Q: HOW MANY COMPANY CONTACTS CAN BE SET UP PER GIVEN EMPLOYER ACCOUNT?
Unlimited! You can choose to set up only 1 contact for your company or several; whatever works best for you. We can delete contacts for you upon request by email career@alumni.utexas.edu.

Q: WHAT PAYMENT METHODS DO YOU ACCEPT?
We accept credit card payment with Visa, Master Card & American Express. Click here to pay subscription.

Q: ARE THERE ADVERTISEMENTS ON HIRE’EM HORNS?
There are no marketing advertisements on Hire’Em Horns. “Job advertisements” in the Terms of Agreement refers to “job postings”.

Q: DO 3RD PARTY RECRUITERS HAVE THE SAME ACCESS AND FEATURES AS OTHER EMPLOYERS?
Yes, as long as they disclose they are a recruiter in their employer profile, and either state the company name they are recruiting for / or clearly present a legitimate job opportunity if not disclosing the company name in the job posting.